EDUCATION

The law binds colleges, universities and business, vocational and other technical schools to fair educational practices. It is against the law for these institutions to exclude, limit or otherwise discriminate against applicants or students because of race, color, religion, ancestry or national origin.

The law protects a minority group person from being denied equal educational experiences and treatment.

The law permits religious educational institutions to give preference to applicants of their own denomination. However, such a school cannot discriminate against a person of that same religious faith because of that person's race, color, ancestry or national origin.

EQUAL SERVICE

Any place which accepts the patronage of the general public is obliged to provide equal service to everyone. The law covers eating and drinking places, hotels and motels, hospitals, barbershops and beauty parlors, skating rinks and swimming pools and any other places open to the public — including dentist's and doctor's offices.

The law protects minority group persons from being denied services which are available to the general public.

Discrimination or segregation because of a person's race, color, religion, ancestry, sex, national origin or age is against the law and should be reported immediately to the Commission.

Write, phone or visit the nearest office of the

PENNSYLVANIA HUMAN RELATIONS COMMISSION

Room 810
4 Smithfield St.
Pittsburgh, Pa. 15222
Phone (412) 565-5395

301 Muench St.
Harrisburg, Pa. 17102
Phone (717) 787-1810

101 State Office Building
Broad and Spring Garden Sts.
Philadelphia, Pa. 19130
Phone (215) 238-6940

Headquarters Office:
100 N. Cameron St. — 4th Floor
Harrisburg, Pennsylvania 17101
Phone (717) 787-5010

Literature and information on speakers or films also may be obtained at these offices by any interested individual or group.

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DOCUMENTS SECTION

Pennsylvania Human Relations Commission

Raymond P. Shafer, Governor

Milton J. Shapp

Everett E. Smith, Chairman

RIGHTS

The Declaration of Independence affirms that God endowed all men with certain inalienable rights: life, liberty and the pursuit of happiness. But our country's history of slavery, segregation and discrimination denies this. Victims of such injustice have been robbed of rights with which they were endowed by God.

Discrimination can force a man to work at menial jobs, live in run-down neighborhoods and enroll his children in inferior schools. For him life can be empty, with liberty restricted, dignity stolen and happiness elusive.

LAWS

Pennsylvania has laws which forbid discrimination. In this state it is illegal for a person to be denied employment, the purchase or rental of housing, education and service in places open to the public, which would have been available to him but for his race, color, ancestry, national origin, sex, religion or age (in employment).

The laws administered by the Pennsylvania Human Relations Commission are the Pennsylvania Human Relations Act and the Pennsylvania Fair Educational Opportunities Act.

These laws protect minority group members from being excluded from employment, education, housing and services offered to the public.

These laws protect every citizen from having to deal with and pay for the harmful effects of segregation and discrimination: among which are serious health problems, welfare dependency, crime and deterioration of urban areas.

FACTS

These laws prohibit specific discriminatory acts. The focus of the legislation is upon what is done that actually results in a man being deprived of his human rights.

For example a suburbanite with no personal prejudices refuses to sell his house to a black lest he offend his biased neighbors. His intentions are to please his friends, not to hurt the Negro. However, his actions prevent a man from buying a home. This is a discriminatory act.

ENFORCEMENT

In the enforcement of these laws, the Commission analyzes the action or practice, not the motivation. It examines, not what feelings prompted a man to act discriminatorily, but whether the action resulted in discrimination.

The Commission investigates the facts in any situation, determines whether the law has been violated, uses conciliation and persuasion in trying to end unlawful discriminatory practices, holds hearings, issues orders and seeks court enforcement of orders.

The Commission is concerned about the effect of any action by an individual or an organization that excludes a minority group person in Pennsylvania from a job, a house, a school or a public service.

EMPLOYMENT

The law obliges employers with four or more workers, employment agencies and labor unions to practice fair employment. It is illegal for any of them to deny a job, training, promotion, referral or membership in a union, or to discharge an employe because of a person's race, color, religion, sex, ancestry or national origin, or because the person is between the ages of 40 and 62.

The law protects minority group persons from being excluded from sharing in available jobs for which they could qualify, and from receiving unfair treatment.

HOUSING

The law covers owners of houses and apartments, real estate brokers, agents and homebuilders. It is against the law for them to deny the sale or rental of a housing unit because of a person's race, color, religion, sex, ancestry or national origin, or the use of a guide dog because of blindness of the user. A person may not be denied a loan by banks or mortgage companies for any of these reasons.

This law protects every minority group person from being excluded from renting or buying available housing of his or her choice.

One and two-family houses occupied by the owner or lessee are not covered by the rental provisions of the law.